

FREQUENTLY ASKED QUESTIONS

Wellbeing Champion

What are the responsibilities of a Wellbeing Champion?

Wellbeing Champions support, lead, and/or implement a wellness program or initiative in their workplace to achieve the larger department and university mission of creating a healthy, inclusive, and engaging work environment. Champions create and implement wellbeing programs and initiatives to promote a culture of wellness. For more information on responsibilities of a Wellbeing Champion, read through the [“Roles and Responsibilities” document](#).

What does “wellbeing” mean?

At UW-Madison, we define wellbeing holistically, using the Wellness Council of America’s (WELCOA) definition of wellbeing. We understand that the definition of “wellbeing” is subjective, which is why we define the term broadly, to provide a holistic view and approach to wellbeing initiatives. The following are areas we recognize as dimensions of wellbeing:

- Health: feeling of strength and energy from your body and mind
- Meaning: feeling a part of something bigger than yourself
- Safety: feeling secure and free from concern of physical or psychological harm
- Connection: experiencing positive, trusting relationships with others
- Achievement: feeling you have support, resources, and autonomy to achieve your goals
- Growth: learning and being challenged to use and expand your strengths
- Resiliency: having the capability to persist, be creative, adapt to change, delay gratification, learn from failure, and question success.

What are the benefits of supporting health and wellness?

- Employee wellbeing initiatives can increase engagement, productivity, and retain talented employees
 - 7 of 10 employees say that wellbeing initiatives positively influence the culture at work
 - Employers saw a 52% increase in productivity because of wellbeing initiatives
 - 87% of employees said they consider health and wellness offerings when choosing an employer

I am a manager/supervisor. Do I have to hire someone to be a Wellbeing Champion?

No, you do not have to hire someone to fill this role. This role is carried out by staff/faculty interested in volunteering. If you do not currently have a Wellbeing Champion you can encourage staff/faculty to sign-up, but again, it is a volunteer position.

Is the role of the Wellbeing Champion a paid position?

The role is voluntary and is usually considered part of someone's duties, as approved or assigned by a manager or supervisor.

What is the time commitment to be a Wellbeing Champion?

The time commitment for Wellbeing Champions is estimated to be four hours per month for wellness responsibilities. Wellbeing Champions are encouraged to attend Workplace Wellness Community of Practice meetings. In these meetings, champions learn about wellness programs on campus and get wellness resources.

What are the benefits of becoming a Wellbeing Champion?

There are many benefits of championing wellbeing at work. Individually, you can hold yourself accountable to achieving your wellness goals, gaining professional development skills such as working as part of a team, communication and planning, and receive a discounted RecWell membership*. Being a Wellbeing Champion allows one to help others practice self-care and improve the work environment and culture! Further connecting with others on campus is a consistent benefit reported by Wellbeing Champions.

*Must be purchasing or renewing a RecWell membership. Refunds for current or prior memberships are not available.

I am interested in becoming a Wellbeing Champion, what steps I should take to get started?

1. Read through the ["Roles and Responsibilities"](#)
2. Complete the short, [online survey](#) to express interest in becoming a Wellbeing Champion
3. Discuss within your unit/department/team.
4. Sign the ["Commitment Form"](#) and send it to employeeewellbeing@ohr.wisc.edu or turn it in at your first Workplace Wellness Community of Practice meeting.
5. Use your access to wellness materials, newsletters, guides and more to strengthen and advance employee wellbeing in your unit/department

What type of health and wellness experience (educational or work experience) is required for the Wellbeing Champion role?

No health or wellness experience is required for the role; rather just a passion for health and wellness, and an interest in helping create a positive and healthy work environment.

How long of a time commitment is there for being a Wellbeing Champion?

Wellbeing Champions are asked to commit one year to the role, ideally with possibilities of building on your work and continuing. After one year, champions will be notified about the opportunity to reapply for another year (there are no term limits for being a Well-being Champion).

My department is not contained in one area/building; all our employees are located in various buildings and locations throughout campus. Can I still be a Wellbeing Champion for my department?

Yes, you can determine how to make it work best. There can be several Wellbeing Champions within one department. This is especially true for large departments where there may be several Wellbeing Champions communicating with smaller work groups within that department.

There is already a Wellbeing Champion in my unit/work group, can I still become one?



Yes, there can be more than one Wellbeing Champion in the same unit/work group!